



# United States Army Garrison, Camp Parks Celebrates Hispanic Heritage Month Wednesday September 29th, 2010

# L D R S H I P

## Respect

Treat people as they should be treated. In the Soldier's Code, we pledge to "treat others with dignity and respect while expecting others to do the same." Respect is what allows us to appreciate the best in other people. Respect is trusting that all people have done their jobs and fulfilled their duty. And self-respect is a vital ingredient with the Army value of respect, which results from knowing you have put forth your best effort. The Army is one team and each of us has something to contribute.



**Keynote Speaker**  
**LOUIS A. COBARRUVIAS**  
**CHIEF OF POLICE**  
Redwood City  
Police Department



For more information  
[click here](#)

Please join us at the Camp Parks Community Activities Center (Building 521) and celebrate the diversity that is the fabric of our community. Food samplings and refreshments will be available.

**When: Wednesday September 29th,  
11:30 —13:00**

# Keynote Speaker



## LOUIS A. COBARRUVIAZ

(2007-present) – Chief of Police, City of Redwood City, California

Chief Cobarruviaz was hired to assess and modernize what had been viewed as a competent municipal police force in need of modernization through implementation of up-to-date computerization and advanced technology. There was also a need to update department policies and procedures, to improve supervision of key specialized units, and to improve data-driven personnel deployment. Redwood City had also been experiencing rapidly increasing youth street gang violence, which was contributing to an increasing homicide rate but not fully addressed as a priority. After taking command and completing his initial assessment, Cobarruviaz confirmed that the highest policing priority had to be the prevention and suppression of youth gang violence. He immediately adjusted the work schedule of the Street Crime Suppression Team, a change which contributed to a significant reduction in gang violence and homicide during his first three years as Chief of Police. Part I crimes and property crimes have also seen major reductions during this period. Cobarruviaz utilized existing department funds to replace an aging Records Management, Computer-Aided Management system with a modern Records Information Management System (RIMS). This system has improved connectability with most of the 23 other police agencies in San Mateo County so that criminal information can be readily shared across jurisdictional boundaries, increasing crime solutions. Records processing, data collection, suspect identification and crime analysis has also been enhanced through RIMS. It is anticipated that these steps will continue to improve patrol deployment, increase community safety, and improve crime solution rates. Supervision of police 9-1-1 dispatch services and other police support units has also been improved. The department is now finalizing a five-year prioritization and program implementation plan, and department policies and procedures are being revised. Morale in the department is relatively high in spite of budget and personnel reductions, and the City Council and community are supportive of Chief Cobarruviaz' efforts.

(2005-2006) - U.S. Department of State CIVPOL/INL (Civilian Police/International Narcotics and Law Enforcement) - Iraq Program Manager, Contingent Commander, Civilian Police Advisory Training Team (CPATT), Multinational Security Transition Command-Iraq (MNSTC-I)

In Iraq, Cobarruviaz commanded the 630 U.S. police advisors to the Iraqi National Police, plus 1,700 fixed security and administrative support personnel assigned to Baghdad under the U.S. Department of State/Bureau of International Narcotics and Law Enforcement (INL) and the U.S. Department of Defense. During his one-year assignment, he and his staff supported the U.S. effort to provide field training to the 135,000-sworn member Iraqi Police Service. He and the American police advisors he led provided training to the Iraqi police while under continuous attack by mortars, rockets, firearms and roadside bombs. He was the senior police advisor to the CIVPOL/INL contingent working in this critical threat environment. Cobarruviaz and his staff were responsible for supporting the U.S. mission in Iraq, coordinating training and support services, providing site security at two large Headquarters and housing sites in downtown Baghdad, and assuring vehicle convoy safety. He also supervised a large armed security staff which provided intelligence-gathering, analysis for utilization during INL/CPATT convoy movement, and he was responsible for preparing a national police security and police training plan for the U.S. State Department to utilize when civilian police training authority was transferred from the U.S. Department of Defense. Cobarruviaz worked closely with the U.S. military and coalition forces to maintain the necessary level of personnel and housing for the American police officers who were conducting training operations. He personally provided law enforcement expertise regarding police organizational structure, special training and development in support of U.S. efforts to establish democratic policing in Iraq.

(1998-2004) - Program Manager, U.S. Department of Justice, Criminal Division, ICITAP, Police Training and Assistance to the National Civilian Police of El Salvador

After completing a successful career as San Jose, CA Chief of Police, Cobarruviaz was recruited by the U.S. Department of Justice and the U.S. Department of State in 1998 to help stabilize the young democratic government of El Salvador following a long and brutal civil war by introducing effective Democratic policing methods. El Salvador was being overwhelmed by kidnappings, bank robberies, homicides, truck hijackings and other violent crimes.

It was reported to have the highest crime rate in the Americas, and the second highest homicide rate in the world. Cobarruviaz was granted diplomatic status by the Department of State and assigned to the U.S. Embassy in El Salvador as a member of the U.S. Country Team. There, he assumed responsibility for full-time staff and consultants and began to train, equip and reorganize the 18,500 sworn members of the El Salvador National Civilian Police (PNC). During Cobarruviaz' six years as ICITAP Program Manager, he helped implement and institutionalize advanced management and policing methods, including the introduction of the New York City COMPSTAT system of crime analysis and police deployment. He worked closely with other U.S. government agencies, meeting weekly with representatives of the Department of State, Department of Justice, U.S. Military Command, U.S. Agency for International Development, Department of Commerce, Department of Homeland Security, and U.S. intelligence agencies. Cobarruviaz assisted in the introduction of community policing and modern 9-1-1 emergency police response systems throughout El Salvador, and helped establish specialized organized crime task forces to combat serious crime. He also assisted in anti-corruption efforts with implementation of anti-doping and polygraph strategies for police employees, as well as through introduction of a modern and effective police internal affairs process to address police corruption and citizen complaints. He provided direct daily consultation and training to the Director of the PNC, as well as to his top command staff. During his five and one-half years in El Salvador, the PNC became one of the most effective democratic police agencies in Central America. By the end of his tenure, serious crime had been reduced 47% overall; crimes such as kidnappings, bank robberies and truck hijackings were reduced over 80%; and, most important to the U.S. mission, Salvadoran citizens began to regain confidence in their democratic police agency and their government, as documented in three independent national polls. In appreciation for his dedication and contributions to El Salvador, the Salvadoran Government presented Cobarruviaz with their highest award for foreign dignitaries, the National Order of Jose Matias Delgado. The U.S. Department of State and the U.S. Department of Justice also recognized Cobarruviaz for his accomplishments.

During his tenure with the U.S. Department of Justice in El Salvador, Cobarruviaz was invited by the Government of Brazil and the U.S. Embassy in that country to make presentations on community policing to three levels of Brazilian police – military, federal and municipal. He presented in four major cities – Brasilia, Sao Paulo, Porto Alegre and Rio de Janeiro – in 2003.

#### (1991-1998) - Chief of Police, City of San Jose, California

Cobarruviaz served as Chief of Police of San Jose, California, the tenth largest city in the U.S., for seven years, capping a 33-year career as a sworn police officer in that city. During his tenure with the San Jose Police Department, he worked at all rank levels in a variety of assignments, including Homicide Investigation, Narcotics Investigation, Police Field Training, Police Records and Administration Division, Crime Prevention, Juvenile Crime, and Patrol Operations. As Chief of Police, he successfully managed all aspects of the Police Department in this rapidly-growing and ethnically diverse city of 930,000 residents, overseeing an annual police budget of \$150 million. He supervised 1400 sworn officers and 700 non-sworn personnel during his tenure as Chief. Cobarruviaz is credited with significantly improving police-community relations, reducing crime 46% overall (Part I crime was reduced 32%), and establishing San Jose's reputation as the safest large city in America. As Chief, he introduced progressive policing methods and modern technology. He also led one of the most successful early community policing programs in the U.S., while maintaining high standards of professional conduct throughout the Department. Under his leadership, the San Jose Police Department received national recognition for many outstanding achievements, some of which were featured on "60 Minutes" "Nightline" and CNN. He and his Department were also featured in a USA Today Weekend national report entitled "A Police Force That Works". His collaborative leadership in combating gang violence led to the City of San Jose being awarded the Frederick Milton Thrasher Award by the National Gang Crime Research Center for achieving a 45% gang violence reduction over a five year period.

Cobarruviaz was born in Fremont, California, and attended the University of California at Berkeley before joining the U.S. Army, where he served as a paratrooper in the 101<sup>st</sup> Airborne Division. His education includes a Masters Degree in Criminal Justice (Boston University), a Bachelors Degree in Sociology (San Jose State University), and an Associates Degree in Administration of Justice. Other advanced professional education courses include the FBI National Executive Institute, the California Department of Justice Advanced Narcotics and Intelligence Courses, graduate courses at the University of California at Los Angeles, and other management and supervisory courses. Cobarruviaz is one of the founders of the National Latino Peace Officers Association and the National Hispanic Command Officers Association. He is a member of many community organizations, and has received numerous awards for his work in law enforcement and for his community leadership.